

015-03(a)	Impartiality Policy	
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## Impartiality Policy

4K Earth Science Private Limited (4KES) understands that validation and verification activities shall be executed in an impartial approach. 4KES is committed to impartial validation and verification of project activities with an objective approach by exercising management of conflict of interest of all its assignments undertaken.

4KES has devised procedure and process to ensure that all activities are carried out with impartial and principle of risk-based approach. At no time any personnel are under exertion of pressure in any way to impartially validate, verify and evaluate the assignments.

At 4KES all the employees are imparted and ensured on full understanding of the impartial validation, verification and certification of the projects. Towards this end, the following approach is maintained at 4KES:

- All the employees are to sign impartiality statement for every assigned project
- The recorded statement is taken on the present and past involvement which would lead to conflict of interest or impartial approach in any manner
- 4KES has laid out process of analysis of threats and conflict of interests, any such incident identified on team members shall not be assigned with the tasks
- The conflict of interest process describes the measures taken to ensure on objective and impartial validation, verification and certification assignments in a free and fair manner.
- A principle of risk-based approach is employed to identify potential risks associated with validation and/or verification/certification, by implementing measures that minimize risks effectively.

All the impartiality and conflict of interest process and procedures are applicable to all the 4KES personnel, external experts, sub-contractors, clients and their associates.

**Sd/-  
4KES Management**